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Applicant(s): Black et al.

Docket No.

15854.4

Application No.

10/848,809

Filing Date

May 19, 2004

Examiner

Traci L. Smith

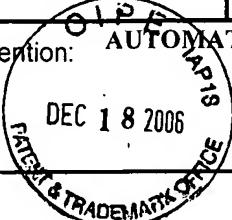
Customer No.

022913

Group Art Unit

3629

Invention: AUTOMATED COMPLIANCE FOR HUMAN RESOURCE MANAGEMENT



I hereby certify that the following correspondence:

Transmittal Letter (2 pgs in duplicate); Information Disclosure Statement (2 pgs); Form PTO-1449 (13 pgs); Legible Copies of 94 cited references; and postcard

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EV 565664612 US

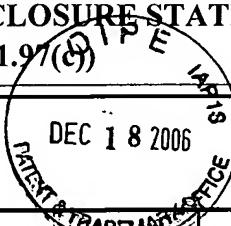
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**TRANSMITTAL OF INFORMATION DISCLOSURE STATEMENT
(Under 37 CFR 1.97(b) or 1.97(c))**

Docket No.
15854.4

In Re Application Of: **Black et al.**



DEC 18 2006

Application No.	Filing Date	Examiner	Customer No.	Group Art Unit	Confirmation No.
10/848,809	May 19, 2004	Traci L. Smith	022913	3629	6228

Title: **AUTOMATED COMPLIANCE FOR HUMAN RESOURCE MANAGEMENT**

Address to:
Commissioner for Patents
P.O. Box 1450
Alexandria, VA 22313-1450

37 CFR 1.97(b)

1. The Information Disclosure Statement submitted herewith is being filed within three months of the filing of a national application other than a continued prosecution application under 37 CFR 1.53(d); within three months of the date of entry of the national stage as set forth in 37 CFR 1.491 in an international application; before the mailing of a first Office Action on the merits, or before the mailing of a first Office Action after the filing of a request for continued examination under 37 CFR 1.114.

37 CFR 1.97(c)

2. The Information Disclosure Statement submitted herewith is being filed after the period specified in 37 CFR 1.97(b), provided that the Information Disclosure Statement is filed before the mailing date of a Final Action under 37 CFR 1.113, a Notice of Allowance under 37 CFR 1.311, or an Action that otherwise closes prosecution in the application, and is accompanied by one of:

the statement specified in 37 CFR 1.97(e);

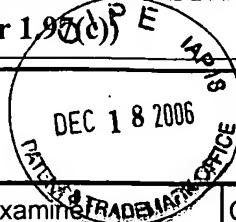
OR

the fee set forth in 37 CFR 1.17(p).

TRANSMITTAL OF INFORMATION DISCLOSURE STATEMENT
 (Under 37 CFR 1.97(b) or 1.97(c))^{P E}

Docket No.
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In Re Application of: Black et al.



Application No.	Filing Date	Examiner	Customer No.	Group Art Unit	Confirmation No.
10/848,809	May 19, 2004	Traci L. Smith	022913	3629	6228

Title: AUTOMATED COMPLIANCE FOR HUMAN RESOURCE MANAGEMENT

Payment of Fee

(Only complete if Applicant elects to pay the fee set forth in 37 CFR 1.17(p))

- A check in the amount of _____ is attached.
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Dated: December 18, 2006

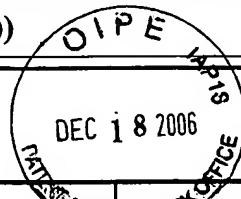
Peter F. Malen, Jr.
 Attorney for Applicants
 Reg. No. 45,576
 Telephone No. 801-533-9800

CC:

TRANSMITTAL OF INFORMATION DISCLOSURE STATEMENT
(Under 37 CFR 1.97(b) or 1.97(c))

Docket No.
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- the statement specified in 37 CFR 1.97(e);

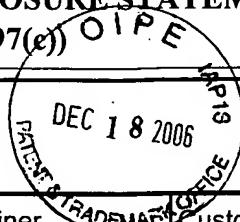
OR

- the fee set forth in 37 CFR 1.17(p).

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(Date)

Signature of Person Mailing Correspondence

Typed or Printed Name of Person Mailing Certificate

*This certificate may only be used if paying by deposit account.



Signature

Dated: December 18, 2006

Peter F. Malen, Jr.
Attorney for Applicants
Reg. No. 45,576
Telephone No. 801-533-9800

CC:



EXPRESS MAIL LABEL NO.: EV 565664612 US

PATENT APPLICATION
Docket No.: 15854.4

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re application of:

Black et al.

Serial No.: 10/848,809) Art Unit
Filed: May 19, 2004) 3629
Confirmation No.: 6228)
For: AUTOMATED COMPLIANCE FOR)
HUMAN RESOURCE MANAGEMENT)
Examiner: Traci L. Smith)

INFORMATION DISCLOSURE STATEMENT
UNDER 37 C.F.R. § 1.97

Commissioner for Patents
P.O. Box 1450
Alexandria, VA 22313-1450

Sir:

Please find, pursuant to 37 C.F.R. § 1.98(a)(1), the enclosed Form PTO-1449 which contains a list of all patents, publications, or other items that have come to the attention of one or more of the individuals designated in 37 C.F.R. § 1.56(c). While no representation is made that any of these references may be "prior art" within the meaning of that term under 35 U.S.C. §§ 102 or 103, the enclosed list of references is disclosed so as to fully comply with the duty of disclosure set forth in 37 C.F.R. § 1.56.

Moreover, while no representation is made that a specific search of office files or patent office records has been conducted or that no better art exists, the undersigned attorney of record believes that the enclosed art is the closest to the claimed invention (taken in its entirety) of which the undersigned is presently aware, and no art which is closer to the claimed invention (taken in its entirety) has been knowingly withheld.

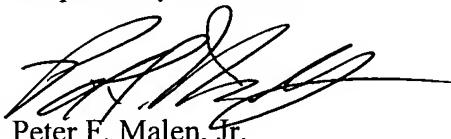
In accordance with 37 C.F.R. §§ 1.97 and 1.98, a copy of each of the listed non-patent references or relevant portion thereof is also enclosed.

Since all listed references are either in the English language or are accompanied by a translation into English, no concise explanation of relevance is required under 37 C.F.R. § 1.98(a)(3).

This Information is being filed within three months of the filing date of the Application, or before a first Office Action on the merits has been received. Therefore, no fee is believed to be due. Please credit any over payment or charge any additional fees to Deposit Account No. 23-3178 of the undersigned.

Dated this 18th day of December, 2006

Respectfully submitted,



Peter F. Malen, Jr.
Attorney for Applicants
Registration No. 45,576
Customer No. 022913
Telephone No. 801-533-9800

PFM/gpm
GPM0000002973V001

Applicant: Black et al.
 Serial No.: 10/848,809
 Filing Date: May 19, 2004
 For: AUTOMATED COMPLIANCE FOR HUMAN RESOURCE
 MANAGEMENT

Att'y Docket No.: 15854.4
 Group: 3629



INFORMATION DISCLOSURE CITATIONS MADE BY APPLICANT

U.S. Patent Documents

<u>Examiner Initial*</u>	<u>Document Number</u>	<u>Issue Date</u>	<u>Name</u>
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None

Foreign Patent Documents

<u>Examiner Initial*</u>	<u>Document Number</u>	<u>Publication Date</u>	<u>Country or Patent Office</u>
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None

Other Documents

(including author, title, pertinent pages, etc.)

Examiner Initial*

- ____ 1 HR Logix - Staffing Solutions for the Internet Age. (03/04/2000). [World Wide Web page]. Available:
<http://web.archive.org/web/20000304175222/http://www.hrlogix.com>
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- ____ 4 HR Logix. (08/03/2002). [World Wide Web page]. Available:
<http://web.archive.org/web/20020803020119/http://hrlogix.com/>
 (path index error) (printed 2/3/2006).

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For:

AUTOMATED COMPLIANCE FOR HUMAN RESOURCE
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- ____ 5 HR Logix. (09/22/2002). [World Wide Web page]. Available:
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- ____ 6 HR Logix Automates the Hiring Process. (09/24/2002). [World Wide Web page]. Available:
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<http://web.archive.org/web/20021202072451/http://hrlogix.com/index.html>
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- ____ 13 HR Logix Automates the Hiring Process. (1/30/2003). [World Wide Web page].
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- _____ 21 HR Logix Automates the Hiring Process. (04/08/2003). [World Wide Web page].
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<http://web.archive.org/web/20030712000807/http://www.hrlogix.com/index.html> (printed 11/28/2006).

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- _____ 39 HR Logix. (12/26/03). [World Wide Web page]. Available:
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- ____ 45 Compli (12/01/2001). [World Wide Web page]. Available:
<http://web.archive.org/web/20011201005437/http://compli.com/>
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Examiners will consider all citations submitted in conformance with 37 C.F.R. § 1.98 and MPEP Sec. 609 and place their initials adjacent the citations in the spaces provided on this form. Examiners will also initial citations not in conformance with the guidelines which may have been considered. A reference may be considered by the Examiner for any reason whether or not the

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